



Our people are the heart of everything we do at Halliburton. The success of our operations is a result of the dedication of our exceptional employees, leaders, contractors, and suppliers. Halliburton supports our employees worldwide through resources including our safety programs, training, competitive benefits, and career development opportunities.

Halliburton invests in opportunities to support and enhance the economic and social well-being of our employees' communities. We also rely on the support of our communities, which is why global citizenship is one of our guiding principles. We work to train and develop local talent, increase economic activity, promote sound work practices, and share knowledge. Our goal is to educate and inspire the next generation of Halliburton talent.

**S1** HEALTH AND SAFETY

**S2** OUR PEOPLE

**S3** TRAINING AND DEVELOPMENT

**S4** HUMAN RIGHTS

**S5** LOCAL COMMUNITIES



# HEALTH AND SAFETY

At Halliburton, the safety of our employees and contractors is our priority. Our long-term safety programs and processes are tried, tested, and well-established. These programs and processes are part of our Journey to ZERO. They include Halliburton Critical Focus Areas (CFAs), Life Rules, Stop Work Authority (SWA), Management of Change, Significant Incident Review, and Tiered Assurance. Learn more on the [Health, Safety, Environment \(HSE\) and Service Quality \(SQ\)](#) page of our website.

In 2023, as business activity levels continued to rise, operational discipline to our Halliburton Management System (HMS) and focus on execution enabled us to outperform our industry group HSE indicators and improve our service quality performance.

## JOURNEY TO ZERO

The Journey to ZERO approach to safety and service quality expresses our commitment to our employees, customers, and communities. It demonstrates that we prioritize high standards, embrace challenges, and make no compromises when we execute on our goals.

**Specific Journey to ZERO focus areas shift each year, but the guiding principles remain consistent:**

- Leadership commitment
- Continuous improvement of the HMS
- Training and competency
- Communicate and address risks
- Technology and process improvement
- Verification of our HSE and SQ performance

Our 2023 Journey to ZERO efforts included a continued focus on risk management, and we completed our first full year of leadership visit metric tracking. In addition, we tracked progress on our GHG emissions, waste, and water reduction efforts, which are highlighted in the [Environmental](#) section of this report. Halliburton completed 100% of our 2023 Journey to ZERO objectives.

## Our Occupational Safety - Journey to ZERO Sustainability Commitments

- Target outperforming total recordable incident rate and lost-time incident rate in the International Association of Drilling Contractors sector benchmarking.
- Achieve HSE training compliance >95%, driver competency >95%, and 100% completion of our annual Journey to ZERO strategic objectives.



### Journey to ZERO

Our vision to achieve **zero** safety incidents, **zero** environmental incidents, and **zero** non-productive time—every day, on every job.



# RISK MANAGEMENT

Our focus on risk management included the expansion of Halliburton's in-person 5 Checks to Go and Risk Management Execution training to all regions globally. To build on our successful 2022 updates to risk management training in North America, regional delegates recognized for HSE and SQ leadership completed a series of Train the Trainer modules in 2023 to become internally certified Risk Management 5 Checks to Go trainers. Globally, over 3,600 additional supervisors and frontline personnel completed the training.

When HSE or SQ incidents do occur, our risk management process helps us embrace the opportunity to learn from incident investigations. These investigations sometimes lead to process changes. At other times, they reaffirm the importance of continued execution on our existing lines of defense. In 2023, we supported these efforts with the publication of an HMS guidance document that standardized the categorization of our lines of defense and critical verification activities. This document provides a more consistent approach to using the results of our investigations to globally prioritize improvement opportunities. At Halliburton, our lines of defense categories include the industry standard Life Rules, Critical Focus Areas, and our product service line control points.

Stop Work Authority (SWA) remains a critically important part of risk management at Halliburton. Our SWA program authorizes all employees and contractors to stop a task if they observe unsafe actions or conditions, or if they have concerns regarding the controls over an HSE or SQ risk. In 2023, employee engagement in SWA remained strong, and we saw a year-over-year increase in the number of SWA observations.










Stop Work Authority Observations



Field employee in west Texas participating in a risk-mitigation assessment

## Halliburton Life Rules

Key Actions to Prevent Serious and Fatal Injuries

-  **Bypassing Safety Controls**
-  **Driving**
-  **Hot Work**
-  **Safe Mechanical Lifting**
-  **Working at Height**
-  **Confined Space**
-  **Energy Isolation**
-  **Line of Fire**
-  **Work Authorization**

## Halliburton's Five Critical Focus Areas



**Well Barriers:** Manage well barriers to prevent uncontained release of formation fluids



**Hydrocarbons to Surface:** Control the well to prevent unintended flow to the surface



**Pressure Control:** Control pressurized systems at all times



**Well Proximity:** Plan and maintain non-intersecting drilling trajectories to avoid a collision



**Radiation and Explosives:** Adhere to global and local regulatory safety requirements at all times

## 5 Checks to GO

Starting work is not Step #1

- 1 Review Plan
- 2 Verify Readiness
- 3 What's Different?
- 4 Validate Controls
- 5 Final Check

**HALLIBURTON**



Indonesia team conducts 5 Checks to Go - an easy approach to safety

## LEADERSHIP VISITS

Leadership visits focus on engagement with frontline employees to ensure processes are working as intended. Leaders review the execution of critical verification activities and gather process improvement feedback. 2023 was the first full year of use of our leadership visit metric. The focus on completion of 5 Checks to Go before work begins and use of our leadership visits to reinforce desired behaviors helped deliver our year-over-year improvement in total recordable injury and lost-time recordable injury rates.

## HMS AND INDUSTRY STANDARD CERTIFICATIONS

HMS plays a central role in putting our Journey to ZERO in action. The standards and work methods that form HMS

define how we work and enable us to address potential risks inherent in our businesses. HMS incorporates major management system standards, including those for quality management (ISO 9001), environmental management (ISO 14001), and health and safety management (ISO 45001). The system also meets and exceeds requirements of the industry-specific API standards for manufacturing (API Q1) and providing services in the oil and gas production sector (API Q2) and the API RP 75 standard for offshore safety and environmental management.

In addition to the global verification of HMS through our internal tiered-assurance program, Halliburton has numerous locations externally certified to API Q1, API Q2, ISO 9001, ISO 14001, and ISO 45001. Halliburton leads the industry with 35 API Q2-certified facilities located in 13 countries.

### 2023 Health and Safety Facility Certifications

Certifications	Number of countries with API Q1-certified facilities	Number of API Q1-certified facilities	Number of countries with API Q2-certified facilities	Number of API Q2-certified facilities	Number of ISO 45001 certified facilities
<b>TOTAL</b>	6	18	13	35	48



Western Hemisphere President Mark Richard conducts leadership visit with team in Suriname



# OUR PEOPLE

Halliburton employees form a global team whose members respect each other. Our workforce is diverse, with 136 nationalities in over 70 countries. Through their work with Halliburton, our employees gain exposure to a wide variety of people, projects, and cultures. We take care to provide every member of our global workforce with a work environment that is safe and inclusive, opportunities to develop their careers, and competitive benefits. This environment is supported by our Code of Business Conduct (COBC) and employment practices.

Visit the [Social](#) page of the Halliburton website to read about Halliburton's workplace, culture, employee benefits, ethical employment practices, and compliance with applicable employment laws.

## CULTURE

Halliburton's workplace culture is built upon the foundation that includes commitment, humility, collaboration, and exceptional execution. Each employee at Halliburton knows they belong and that their contributions are valued, which makes it possible for everyone to perform their best. This culture draws and retains our talent, serves as the foundation of our Journey to ZERO, and leads us to develop innovative solutions to our customers' challenges.

Halliburton employees have access to our job descriptions, salary bands, and pay structures for a majority of the countries where we operate. When we equip employees with this information we help them understand how they can advance and chart ways to own their careers. Read more about talent development and succession management in [Chapter S3 Training and Development](#).

# Our Diversity and Inclusion Sustainability Commitment

- Provide a diverse and inclusive environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development.

Female Diversity in STEM Roles



Racial Diversity in STEM Roles (U.S. staff only)



## Halliburton's Respect Value Statement

Respect: We value diversity and equality. It makes us stronger, more competitive, and better positioned for success. We are committed to inclusion across race, gender, nationality, religion, identity, experience, and any other unique attribute. We are honest with ourselves, welcome different viewpoints, and empower each other to be authentic.

## Our Five ERGs



Women Sharing  
Excellence (WSE)



Black Employees Leading in  
Inclusion, Excellence, Vision, and  
Education (BELIEVE)



Veterans Leadership  
Forum (VLF)



iMPACT, a trusted community  
for employee engagement,  
collaboration, and progression



PRIDE, our LGBTQ+ ERG

## BELIEVE ERG Recipient of a 2023 Diversity Impact Award

BELIEVE was the recipient of a 2023 Diversity Impact Award®. The Diversity Impact Awards® are awarded each year by the Global ERG Network® to "recognize, honor, and celebrate the outstanding achievements of ERGs, Business Resource Groups, and Diversity Councils."

undertake. Leadership is able to conduct higher level analyses by country and product service line/function to spot trends and consider larger scale initiatives based on employee input.

**84%** record-high EPS response rate

### Largest improvement on the following EPS questions:

- Employees feel they are valued
- Employees receive meaningful and timely performance feedback
- Employees are supported in their development
- Employees have the tools necessary to perform their jobs well

## EMPLOYEE RESOURCE GROUPS

Halliburton's five Employee Resource Groups (ERG) give employees opportunities to network and collaborate on shared interests in certain topics or social causes. We engage with our ERGs as a way to listen to, empower, and educate our workforce.

Participation in ERGs is voluntary and open to all Halliburton employees. ERGs encourage employees to pursue professional development and play an important role in fostering a positive and inclusive work environment. See [Chapter S5 Local Communities](#) in this report for 2023 events in which our ERGs participated.

## EMPLOYEE PULSE SURVEY

Halliburton's biannual Employee Pulse Survey (EPS) allows us to listen to employee perspectives. Employees are invited to share feedback about their performance, development, and work-life balance. We invite managers to consider what improvement opportunities in the work environment they wish to focus on before the next survey and provide them with suggestions for actions and training they might

## GLOBAL BENEFITS

Halliburton provides our employees with competitive global benefits programs. Our programs are flexible, comprehensive, and market competitive. We design Halliburton's benefits packages to address the diverse needs of our employees and their families. Our packages include programs and services that range from comprehensive medical coverage, retirement plans, and disability coverage to paid time off, emergency childcare, and third-party discounts.

Halliburton remains focused on updating benefits programs to help ensure they are competitive and provide meaningful

benefits options for employees. Consistent with this objective, in 2023 we focused on further benefits refinements. For additional information about our benefits offerings, including the details of our Family Care Plan, please visit the [Social](#) page of the Halliburton website.

## MENTAL HEALTH EDUCATION AND AWARENESS

Halliburton's Global Employee Assistance Program (EAP) team expanded employee- and management-focused training and education opportunities this year. An example of one such opportunity is our Lessons for Life monthly web series in which our employees can learn from expert opinions on a variety of mental health and well-being related subjects. Topics in 2023 included grief and hope in the COVID-19 pandemic as well as maintenance of healthy boundaries in the workplace.

### 2023 Mental Health Awareness Campaigns

In 2023, Halliburton covered a variety of topics in our global mental health digital awareness campaigns that were tailored to address different regions' specific needs. We continued to incorporate mental health-themed safety topics in our safety moments, and this inclusion further emphasized how important it is to care for one's mental health.

Halliburton hosted global campaigns for Mental Health Awareness Month, World Sleep Day, and World Mental Health Day and executed a neurodiversity awareness campaign in April for Autism Awareness Month. Through these campaigns, we delivered messages designed to further increase mental health awareness among all of our employees.

## RECRUITMENT

Halliburton takes thoughtful action to cultivate a globally diverse talent pipeline that represents the communities where we operate. This begins with our investment in science, technology, engineering, and mathematics (STEM) and oil and gas programs at schools and universities.

When it comes time to hire early career talent, we rely on consistent relationships with colleges, universities, and other organizations that give more visibility to opportunities that are available at Halliburton. We utilize initiatives such as internship programs at colleges and universities with underrepresented populations to build connections among diverse communities, potential hires, and Halliburton, and to eventually hire full-time employees who represent the communities in which we work and live.

Our build-from-within approach to recruitment and training helps us develop early career talent into future leaders. We augment this approach with targeted recruitment efforts for senior-level positions that help introduce specific expertise and emergent skillsets to Halliburton.

### Outreach

Our Global Talent Acquisition team conducts candidate outreach in a variety of ways that include virtual career fairs, apprenticeship programs, relationship building efforts at universities, employee referrals, and partnerships with local job candidate programs. Halliburton's outreach includes our efforts to build interest in STEM and oil and gas careers among students, a strategy that also supports local workforce development in the areas where we operate. One example of our STEM-focused outreach in Latin America is our recruitment efforts with the Development Excellence Engineer Program (DEEP). Read more about DEEP in the [Local Workforce Development](#) section of this report.

### Talent Acquisition

In 2023, Halliburton hired 8,714 new employees. Of our total hires to STEM roles, 28% were female, a number that is higher than it was in 2022 and represents our highest number of female hires to STEM roles at Halliburton since 2010. This number compares favorably to the National Association of Colleges and Employers female graduation rates in the degrees we target in our search for new hires. Promoting female representation in these roles is a key focus at Halliburton, as our STEM roles tend to lead to operational



leadership positions. Female representation also continues to be a strong feature of Halliburton's U.S. internship programs. The number of female interns at our U.S.-based locations increased from 53 in 2022 to 73 in 2023.

Rate of New Female Hires in STEM Roles



Halliburton welcomes summer interns with weeklong camp and volunteer activities

## PowerToFly

Halliburton's partnership with PowerToFly has provided us with opportunities to better tell our story to a global, diverse audience. In 2023, we worked with PowerToFly to recruit new candidates and host several events at which Halliburton speakers shared their experiences and views on opportunities at Halliburton and within our industry. Through PowerToFly, almost 400,000 people were exposed to Halliburton's open positions, events, or webpage.

## LOCAL WORKFORCE DEVELOPMENT

Halliburton invests in local workforce development with the aim of a positive impact on communities where we work. One way we do this is by regularly hiring local talent for open positions. We have made significant progress in recent years. As of 2023, 91% of our workforce and 85% of managers are local to the countries where they work.

As Halliburton strengthens investments in local workforces, we increase our ability to participate in improvements to local economies. Through job creation, skill advancement, and career development, we help enhance local quality of life for employees and their families and strengthen our ability to cultivate a workforce that represents local populations.



### Development Excellence Engineer Program

Halliburton's Development Excellence Engineer Program is a college graduate recruitment initiative we deploy in Latin America. DEEP began in 2012 in Brazil and has since expanded to multiple countries in Latin America. In 2023, we standardized DEEP's requirements and structure in countries where it is implemented.

Eligible candidates include STEM students in their last semester of undergraduate study and/or individuals who are within 18 months of graduation from a STEM degree. Participants engage in a four-month development program and rotate between two product service lines at Halliburton. Since 2015, over 750 "DEEPers" have completed the program, of which 387 have been hired full-time. In addition, female representation has been consistently high. On average, about 43% of DEEP participants are female.

DEEP has played an important role in increasing the number of STEM hires in Latin America. DEEP has also proven to be a successful avenue of entry for career longevity as 70% of DEEP participants hired full-time since 2015 are still working at Halliburton.

## INVESTMENT IN THE FUTURE

As Halliburton builds a sustainable pipeline of future talent, we draw talent to our workforce through mentorship programs, charitable giving, and inclusive hiring practices.

### Girls Techno Summer Camp

Halliburton and Prairie View A&M University (PVAMU) collaborated to host the Girls Techno Summer Camp, a three-day residential summer camp for high school-aged girls who are interested in engineering careers. The camp aimed to teach attendees technical skills, build their confidence, and inspire them to become engineers and leaders who will make a difference. Students about to enter their junior and senior year of high school were eligible to attend. They learned about design thinking, computer programming, data science, artificial intelligence, and robotics. We supported this program with a tour of our headquarters that included our manufacturing and R&D facilities and by hosting a Q&A session after the tour.

### STEM Saturdays and Academic Mentoring Matters

In 2023, we worked with the University of Louisiana Lafayette Foundation to host STEM Saturdays and an Academic Mentoring Matters (AMM) training event for local students.

STEM Saturdays are offered once a month at the Lafayette Science Museum. Halliburton began to sponsor STEM Saturdays in 2022 and we continued our support in 2023. Thus far, this event series has impacted 2,200 students in the College of Sciences.

We fund an AMM leadership training event every year to equip volunteer student mentors to be leaders among their peers. Student mentors have a significant impact on their campus communities. Our AMM leadership training event helps prepare students who have elected to serve their community in this way.



Halliburton volunteers and university students host science project at National Urban League conference in Houston, TX

# TRAINING AND DEVELOPMENT

Our skilled, knowledgeable employees and the investments we make in their learning and development are what power Halliburton's success and growth. To help our employees excel in their careers and meet personal goals, we provide industry-recognized, best-in-class employee development programs, processes, and trainings. We also take action to cultivate a strong leadership pipeline of experienced talent who are prepared to help guide Halliburton into the future.

## TALENT DEVELOPMENT AND SUCCESSION MANAGEMENT

Halliburton establishes its talent development and succession management strategies on a "build from within" philosophy. We regularly identify and develop new leaders through intentional identification and training efforts. Our strategy promotes business continuity, retention, and teamwork, and maintains a strong competitive advantage when it comes to both short- and long-term success.

In 2023, female diversity and U.S. racial diversity in various roles improved. From a 2022 baseline, females in operational leadership roles increased by 6%; the females in junior operational leadership roles increased 10%; and the number of female candidates on replacement charts increased by 14%. In addition, in 2023 in the U.S., our percentage of racial diversity in management roles improved by 6% compared to 2022.

To build a robust leadership pipeline, Halliburton Succession Management identifies the readiness of potential successors for critical roles. In 2023, we had an 83% internal fill rate for leadership roles and a 94% internal fill rate for executive-level positions. Our strong internal fill rate, one of the highest in the market, directly results from our process to identify successors and offer tailored development plans.

### Technical and Leadership Development

We host processes and programs — such as Hire to Country Manager (H2CM), HalAcademy, Emerging Leader Process, and Business Leadership Development (BLD) — to recruit,



## Our Skilled and Committed Workforce Sustainability Commitment

- Have a skilled and committed workforce by listening and responding to our employees' feedback and committing to an engaged workforce that feels valued with the right support and resources to be successful.

train, and promote members of our employee population who have leadership potential. This approach has facilitated high retention and continuity among Halliburton talent. It also promotes teamwork and camaraderie. Employees often rise through Halliburton together, which gives them shared experiences they can draw from when they collaborate to lead.

### Hire to Country Manager Process

H2CM is a leadership development track for potential product service line country managers. This role is an essential managerial role and critical to Halliburton's success. The ultimate goal of H2CM is to develop strong, competent leaders who can help build an even stronger organization. The program enhances visibility into the internal talent pipeline for product service line country manager roles and other roles in the H2CM training process.

Participants are trained in Halliburton's five key competencies for operational leaders: technical depths, service execution, customer focus, frontline leadership, and business acumen. In addition, H2CM is designed to be flexible so employees can engage according to their own readiness and Halliburton's available business opportunities.

In 2023, H2CM helped Halliburton increase female representation in product service line country manager roles by 47% year over year. In addition, female representation increased in four out of the five H2CM phases preceding the country manager role.

## Business Leadership Development Courses

BLD is Halliburton's executive education program. BLD is one of our most significant investments in the development of future leaders. It plays an essential role in building our leadership pipeline and promoting growth. In 2023, BLD participation increased by 19% with 684 employees engaged in BLD courses. 53 different nationalities were represented and 24% of BLD participants were female.

**53** Nationalities represented in BLD Courses

**24%** Female Diversity in BLD Courses



Halliburton employees strengthen business and leadership skills during training in Saudi Arabia

## HalAcademy

HalAcademy is an annual leadership meeting where approximately 1,000 employees from Halliburton's global operations attend. A mix of senior and developing leaders attend HalAcademy. Attendees receive briefings on the major company-wide initiatives Halliburton plans to implement in the next year and training on specific topics in focused breakout sessions.

In 2023, Halliburton's Chairman, President, and CEO, Jeff Miller, gave a keynote address, and our Executive Vice President and CFO, Eric Carre, provided a financial overview. Other talks and breakouts included a western hemisphere overview; business development in accordance with the 3 Cs of Business Development; a Drilling and Evaluation Division update; tips for navigation of international business relationships; a Completion and Production update; a digital fireside chat; and a legal update.



CEO Jeff Miller addresses the Global Business Development team and acknowledges their accomplishments at internal sales conference



Senior leadership shares insights with HalAcademy attendees



Employees from multiple regions network at internal sales conference

## Emerging Leader Process and Frontline Leader Readiness Assessment

Halliburton developed a targeted Emerging Leader Process that supports our Succession Management plan. Through this process, we identify and train employees who demonstrate high leadership potential who then participate in the Frontline Leader Readiness Assessment (FLRA) — a formal simulation facilitated by a leading third-party assessment authority — to assess their timing-related readiness.

In 2023, more than 400 employees completed assessment for leadership potential factors and approximately 100 completed FLRA. Once they have completed the FLRA, participants receive insight on their proficiency, a leadership coach, and a tailored development plan.

## EMPLOYEE-DRIVEN DEVELOPMENT AND UPSKILLING

Many of our employee-development and upskilling resources are designed to empower our people through facilitation of employee-driven career growth and skills development.

### Flexible Learning

Halliburton offers employees educational opportunities in a variety of formats. Expanding these opportunities to multiple formats has made our training programs more accessible and efficient for our global workforce. We have also given individual employees latitude to engage with learning opportunities in ways that accommodate their personal situations. Content ranges from leadership, functional, general business skills, and technical training related to our products and services to emerging skills for which we want to build employee capabilities. In 2023, we delivered more than 62% of our training in non-traditional classroom environments. Halliburton also continues to offer robust in-person training opportunities.



Frontline leader in the field

## Digital Literacy Progress

Halliburton continued to offer digital literacy education to employees in 2023. Our digital literacy educational opportunities help employees develop a fundamental understanding of how to use digital resources, and how these resources can transform how Halliburton works. 9,839 employees completed the full program in 2023. Over 119,000 micro-learning activities were completed.

We founded the Halliburton Data Science Academy in 2021 to provide four additional in-depth programs for specific roles (namely, Data Analyst, Data Engineer, Data Scientist, and Machine Learning Engineer). This initiative continues to expand our data science capabilities.

## Exceptional Training and Education

For the 11th consecutive year, our Halliburton Global Competency Assurance program maintained its status as the only full-spectrum oilfield services company competency program globally accredited by the International Association of Drilling Contractors (IADC) with no restrictions. More than 36,000 employees were assigned competencies in the program, which focuses on field personnel. It outlines well-site services expectations and highlights Halliburton's transparent approach to career progression for roles in this area.

# HUMAN RIGHTS

Halliburton respects the dignity and human rights of all people. In our business operations, we support universal human rights as defined by the United Nations Universal Declaration of Human Rights. These values are realized in the diversity of our global workforce and all of our operations. Halliburton's policies on health, safety, and security account for human rights concerns. We comply with all applicable employment laws and adhere to fair and ethical employment practices.

On the Halliburton website, you can read more about our human rights practices and beliefs — including our [Human Rights Policy](#), [Human Rights Statement](#), [Supplier Ethics](#), and [COBC](#).

## HUMAN RIGHTS IN THE SUPPLY CHAIN

We recognize that responsible supply chain management is essential to help promote human rights and follow a comprehensive due diligence method for our supply chain. For more information about our Human Rights Audits, visit [Chapter G5 Supply Chain Governance](#) in this report.

We use a digital supplier management system and several internally developed tools to screen suppliers for potential human rights risks. These tools and systems include:

- An internal human rights dashboard that evaluates supplier risks and helps us identify areas for detailed follow-up
- Our cloud-based supply chain monitoring platform, which allows us to track risk and conduct supplier assessments in all tiers of suppliers
- Utilization of the information tracked in our monitoring platform to develop a pilot supply chain mapping project
- Our Supply Chain Awareness training course, which was implemented at the end of 2022 and continued in 2023
- Third-party Human Rights Audits that cover Workplace Conditions Assessments, Labor Provider Audits, and Service Provider Audits



## Our Human Rights Sustainability Commitment

- Support universal human rights as defined by the United Nations Universal Declaration of Human Rights through fair and ethical employment practices and our Code of Business Conduct.

## HUMAN RIGHTS REGULATIONS

As human rights legislation evolves, Halliburton works to comply with new regulations, such as the Norwegian Supply Chain Transparency Act. This act requires companies to share how they work to eradicate human trafficking and modern slavery in their business and global supply chains, and to detail the steps they have taken and the controls they have in place to address human rights risks.

We comply with the UK Modern Slavery Act, the Australia Modern Slavery Act, and the UN's Universal Guiding Principles on Business and Human Rights. We also monitor and comply with emergent human rights legislation around the world, which includes the Uyghur Forced Labor Prevention Act in the U.S., the upcoming EU Act, and the Canadian Human Rights Act. In Canada, our operations adhere to the United Nations Declaration on the Rights of Indigenous People. Our [statements of compliance](#) with these acts can be found on our website. For more information about our Indigenous relations efforts, visit the [Indigenous Inclusion Strategy](#) section of this report.





# LOCAL COMMUNITIES

Halliburton takes action to enhance the economic and social well-being of the communities in which we operate. The Halliburton Foundation, the Halliburton Charitable Foundation, and our Energy to Help™ volunteer program are three initiatives that deliver support to our local communities. In addition, we host regular gift-match campaigns in which our employees donate to charities they choose and we match a percentage of what they donate. We also encourage Halliburton employees to donate time to their local communities as volunteers. Visit the [Employee Volunteerism](#) and [Halliburton Foundation Giving Guidelines](#) pages of our website to learn more.

## Volunteer Legacy

As Halliburton engages in volunteer opportunities that benefit the communities where we live and work, we honor the legacy established by our founder, Earle P. Halliburton. Halliburton generously supported local charities and causes in his community. His example of generosity remains integral to our dedicated corporate citizenship and commitment to sustain value for Halliburton, our stakeholders, and the world.

## Our Community Relationships Sustainability Commitment

- Enhance the social value of communities in which we live and work through effective engagement and social investment.

## HALLIBURTON VOLUNTEERS

Halliburton's volunteerism and charitable activities support our Four Pillars of Giving: Education, Environment, Health and Safety, and Social Services. Giving back to the communities where we live and work is an integral part of our culture.

### 2023 World Environment Day

The 2023 theme for World Environment Day was "#beatplasticpollution." Halliburton employees organized awareness initiatives that included an expansive awareness campaign in Europe, Eurasia, and Sub-Saharan Africa. Teams coordinated a collage made by employees' children that featured artwork about plastic pollution and recycling. Mairalejandra Infante, a Talent Management Manager and project coordinator, said, "The main goal of this campaign was to create a project where we capture the reality of plastic pollution through the vision of our children."



Prairie View A&M Students and Halliburton employees work together to complete campus clean-up project

### Women's ERG Improves Communities

Several chapters of WSE, our women's ERG, worked in 2023 to better their communities by engaging in charitable initiatives. These initiatives included a global breast cancer awareness campaign, a clothing drive for local communities in Malaysia, and a blood donation drive and health awareness event in India.

In Angola, WSE members visited a local orphanage to donate personal hygiene products and food, engage in personal conversations, and offer a mentoring session. The orphanage accommodates girls between the ages of two and 21. In the mentoring session, Halliburton volunteers encouraged the girls to never stop dreaming and to focus on their studies.

### Rebuilding Together — Houston

Rebuilding Together is an organization that enlists volunteers and licensed contractors to paint, repair, and revitalize the homes of veterans, the elderly, people who live with disabilities, and low-income families. It has done this work for 35 years. In May, Halliburton's Community Relations team and VLF ERG collaborated with Rebuilding Together to host two home improvement volunteer opportunities. More than 80 Halliburton volunteers stepped up to help Rebuilding Together accomplish important home repairs for two families in Houston, TX.



### Halliburton Team Rides for Research

An eight-person team from Halliburton Jandakot participated in the 2023 MACA Cancer 200, a two-day, 200 km bike ride. Tareq Altaj, a Halliburton participant, said the event, "was an unforgettable journey filled with enjoyment and fun. Our

team's strong bond was evident. It was undoubtedly worth every moment, and a testament to the incredible work our team can accomplish when we come together for a great cause."



Halliburton team rallies to complete a two-day, 200 km bike ride in support of 2023 MACA Cancer 200



## Halliburton Charitable Foundation Golf Tournament

2023 marked Halliburton's 30th year hosting the Halliburton Charity Golf Tournament. We once again broke our own fundraising record: in 2023, we raised over \$3.8 million on behalf of more than 90 U.S. nonprofit organizations. More than 400 people participated in the tournament.

Since its inception the tournament has raised over \$30 million for charities, which makes it one of the largest non-PGA golf tournament fundraisers in the U.S. The funds raised go to support causes like hunger relief, veteran home repairs, and mental health and substance abuse support.

Over  
**\$30M**  
Raised Over  
**30 Years**



Halliburton Charitable Foundation hosts annual golf tournament benefiting local and national charities with support from vendors

## CORPORATE GIVING AND EDUCATIONAL ENGAGEMENT

We commit to be good corporate citizens and neighbors. Our engagement with education and community helps us stay true to Halliburton's culture and build trust with our neighbors. To support our local communities in 2023, Halliburton gave cash donations and in-kind goods and services. In total, we donated approximately \$1.5 billion in cash and in-kind gifts.

### National Urban League Conference

Halliburton sponsored the 2023 National Urban League (NUL) Conference in Houston, TX, an annual civil rights event that aims to "advance America's conversation about justice, opportunity, and the future of democracy." BELIEVE, Halliburton's Black ERG, organized volunteers and planned activities to help facilitate the conference.

Myrtle Jones, Halliburton's Senior Vice President of Tax, BELIEVE executive sponsor, and NUL conference chair, gave a welcome reception speech that highlighted NUL's positive impact on our communities. "The National Urban League is working diligently to achieve a multifaceted community," she observed. "What's good for the community is good for Halliburton."



Halliburton supported National Urban League conference in Houston, TX

### Permian Strategic Partnership

Halliburton's Permian Strategic Partnership (PSP) is a coalition of 27 leading energy companies and higher education institutions in the Permian Basin. These organizations collaborate with leaders in the region's communities to help them address current and future challenges as they work to responsibly develop the vast oil and natural gas resources in the Permian Basin. PSP focus areas include: education, road safety, healthcare, housing, and workforce development.

### Halliburton Foundation Educational Advisory Board

The Educational Advisory Board (EAB) is part of the Halliburton Foundation. Through the EAB, Halliburton awards annual grants to K-12 and university programs that give students exposure to STEM and business career opportunities. In the past 10 years, EAB donations have impacted more than 900,000 students with over \$8.5 million in funding. When it selects programs to fund, the EAB focuses on programs that demonstrate merit, diversity, and skill development; raise awareness of future career opportunities for students; and maximize impact.



### Little Shop of Physics

During the 2022-23 EAB cycle, the Halliburton Foundation supported the Little Shop of Physics at Colorado State University. The grant we provided made it possible for the Little Shop of Physics team to partner with Native American communities to share valuable insights about sciences, careers, teaching, and culture. They hosted in-person, hands-on science experiments for over 5,000 students and community members in the course of the academic year. The team also visited several Native American Reservations, including Wind River Reservation and Pine Ridge Reservation. During these visits students experienced over 100 hands-on STEM activities, such as static sensors, rocket balloons, the physics flyer, hand lenses, and LED exploration kits.



Students enjoy hands-on science experiments donated by Halliburton Foundation

### Halliburton Landmark In-Kind Giving

We grant free Halliburton Landmark software licenses to academic institutions through the Halliburton Landmark University Grant Program (UGP). These licenses are intended for use in learning, teaching, and research and include software maintenance and technical support. They are evergreen and have three-year renewable terms.

To support the education and development of students who pursue careers in oil and gas, Halliburton awarded multi-million-dollar educational software grants to 14 new public universities in 2023 including in Bolivia, Italy, India,

the United States, Iraq, and Nigeria. Worldwide, 138 academic institutions benefit from this program.

The UGP's aim in awarding grants to students and academics is to augment teaching and research with industry-leading software that deepens users' ability to interpret multidisciplinary datasets. Halliburton Landmark also hopes to strengthen the relationship between industry and academia, promote uptake of Halliburton Landmark software, and equip future generations with the skill sets required to solve real-world challenges.

# INDIGENOUS INCLUSION STRATEGY

Halliburton designs and executes an Indigenous Inclusion Strategy. Our Strategy is built on activities like Indigenous-led cultural awareness training, regional community involvement, contracting and workforce initiatives that promote economic inclusion, and investment in business opportunities.

## Engaging with Indigenous Communities in Canada

In Canada, Halliburton's Indigenous Inclusion Strategy reached its fourth year of implementation in 2023. This year, our implementation of this strategy focused on purposeful engagement with communities. In 2023, Halliburton Canada completed Phase Two of the Progressive Aboriginal Relations™ (PAR) certification criteria.

Over time, some of our community engagements have evolved into formal Community Agreements. Each agreement is shaped by our understanding of and insights about the community it concerns. All agreements identify how Halliburton can work with local Indigenous communities to build cross-cultural understanding, effect workforce and contractor engagement, and pursue community investment and business development opportunities.

In 2023, as part of Halliburton's Indigenous business development outreach, Heart Lake First Nation toured our Artificial Lift operations in Leduc, Alberta. Halliburton personnel and Nation representatives learned about the work we do at that location and were able to explore potential business opportunities.

## Aboriginal and Torres Strait Islander Engagement in Australia

Through Halliburton Australia's Reflect Reconciliation Action Plan (RAP), Halliburton continues its focus on Aboriginal

and Torres Strait Islander Engagement in Australia. Our RAP has enabled us to take sustainable, strategic action toward reconciliation between Halliburton and Australia's Indigenous communities.

## National Reconciliation Week

In 2023, Halliburton Australia celebrated National Reconciliation Week. We took time to learn about shared histories, cultures, and achievements, and to explore how each person can contribute to reconciliation with Indigenous communities in Australia. A group of Halliburton employees and family members attended multiple events, including the Walk for Reconciliation. Walk for Reconciliation participants attended a Welcome to Country ceremony, walked through Kaarta Koomba (also known as Kings Park), learned about cultural opportunities in the area, engaged in creative workshops, and attended a performance of traditional Aboriginal and Torres Strait Islander dance.

## Inaugural Aboriginal and Torres Strait Islander Traineeship

Halliburton has developed a sustainable paid traineeship program that allows accepted applicants to learn new job skills. Participants earn a nationally recognized qualification certificate in their chosen area of work. This traineeship is one of the ways Halliburton works to build a diverse, talented, inclusive workforce. In 2023, Alicia Michael was the first trainee to successfully complete Halliburton's Aboriginal and Torres Strait Islander Traineeship program, where she gained a certificate in Supply Chain Operations. Alicia was an outstanding addition to the Materials team.

